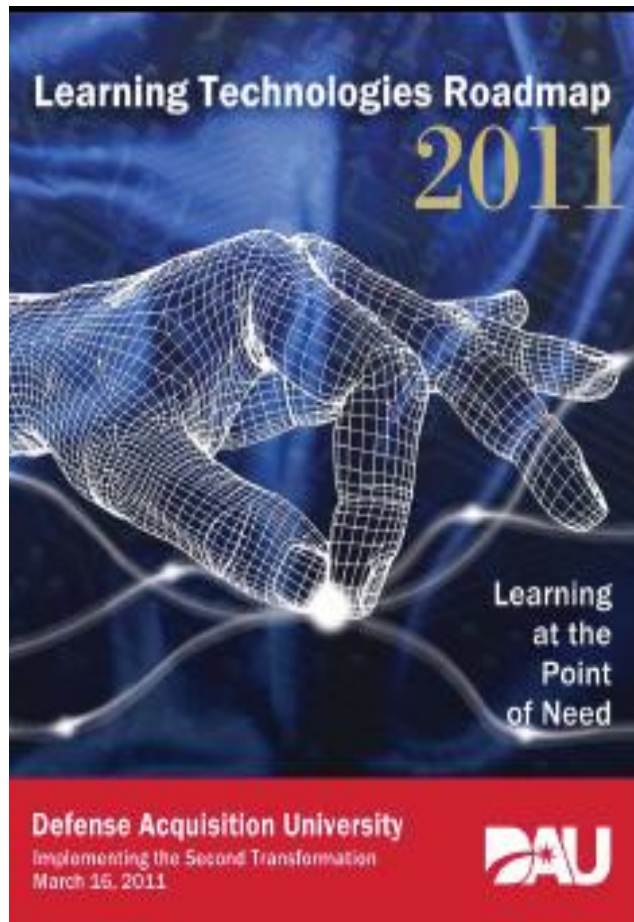


Learn. Perform. Succeed.



Learning Technology Roadmap

May 17, 2011

chris.hardy@dau.mil

DAU is *Job-Centric* – We Support Practitioners!

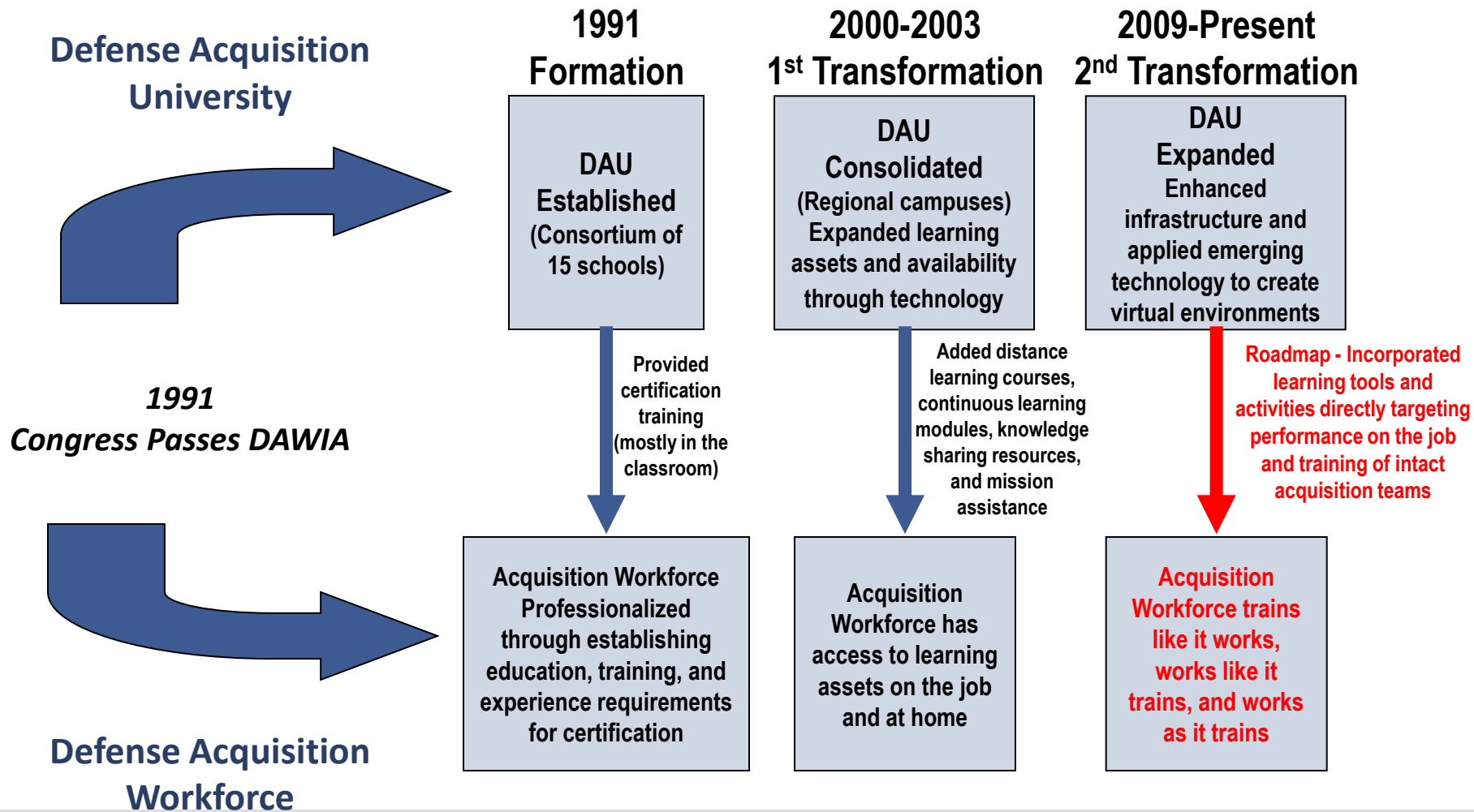
DAU is Job-Centric
We Are All About the Job!



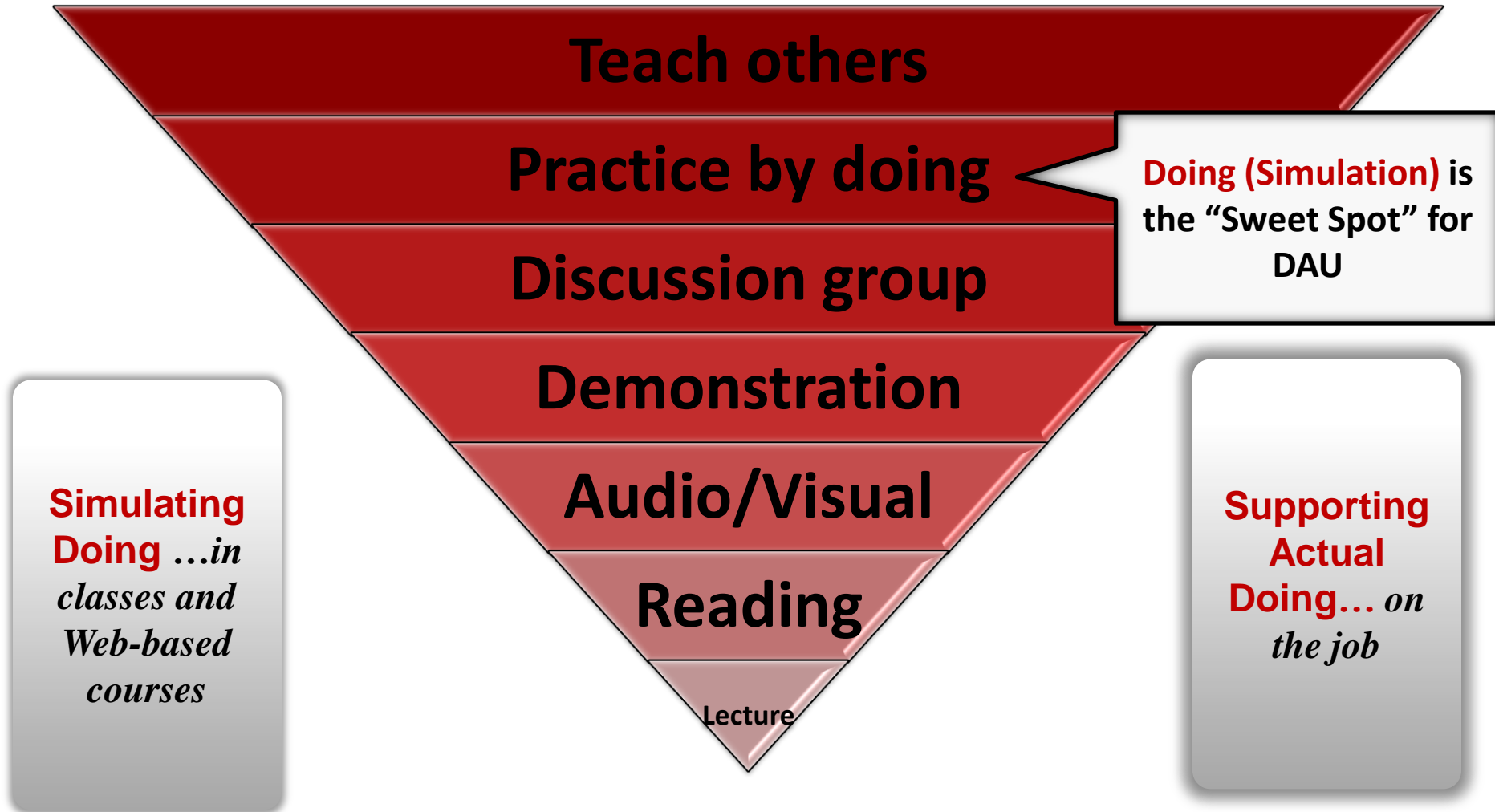
We Support Practitioners

- ✓ **Prepare** for the job
(Courses)
- ✓ **Support** the job
(Communities of Practice,
Continuous Learning,
Knowledge Sharing Tools,
and Mission Assistance)

DAU's Transformations and the Impact on the Workforce



Adults Learn Best by Doing



3D Learning Affordances



The Sense of **Self**

The Death of **Distance**

The Power of **Presence**

The Sense of **Space**

The Capability to **Co-Create**

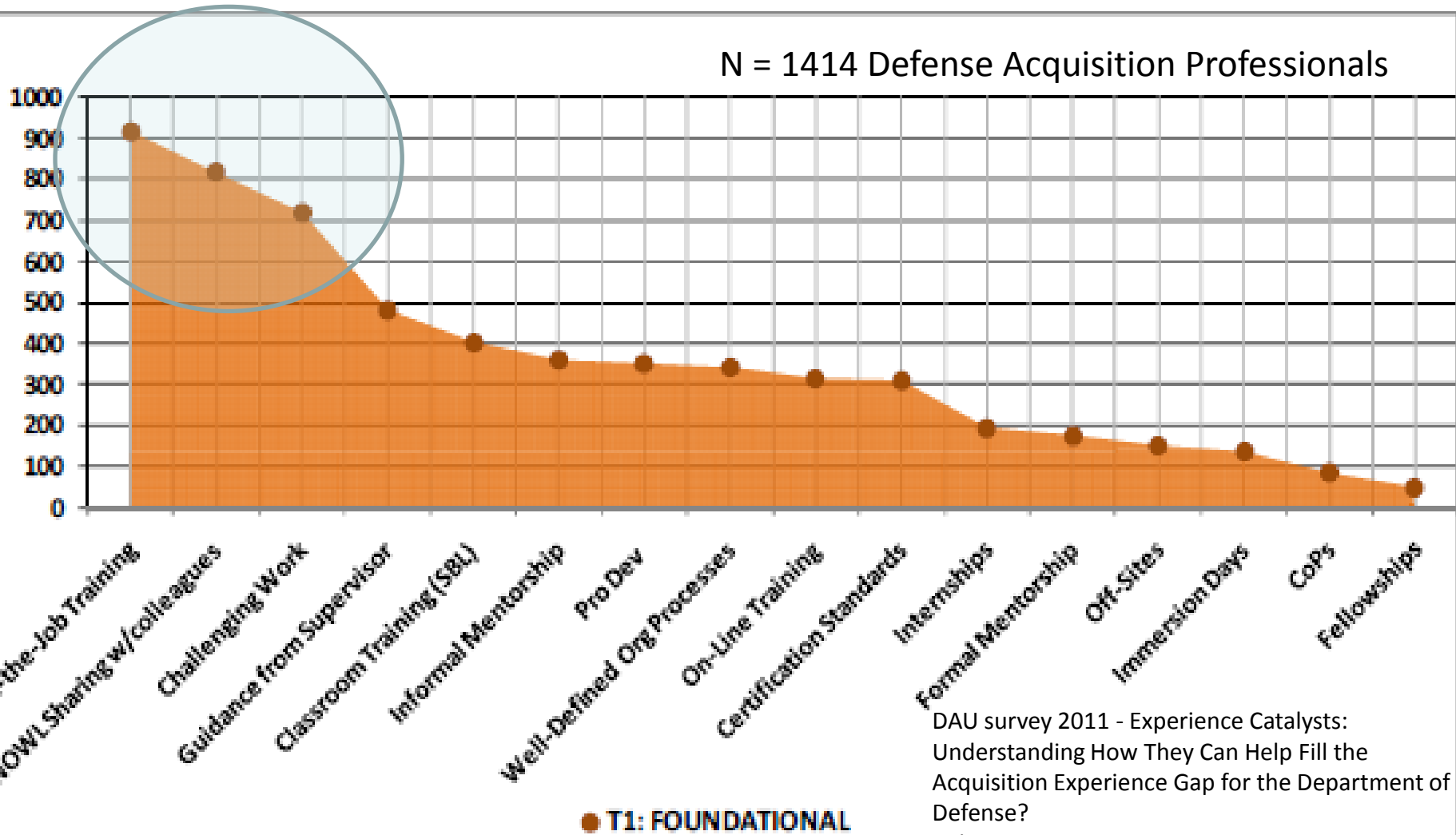
The Pervasiveness of **Practice**

The Enrichment of **Experience**

Key for
classroom, DL,
or any delivery
of learning! (If
this does not
happen, we
have wasted
time and
resources.)

Source: Tony O'Driscoll and Karl Kapp. eLearning Guild 360 Report on Synchronous Learning, Essay titled "Escaping Flat Land."

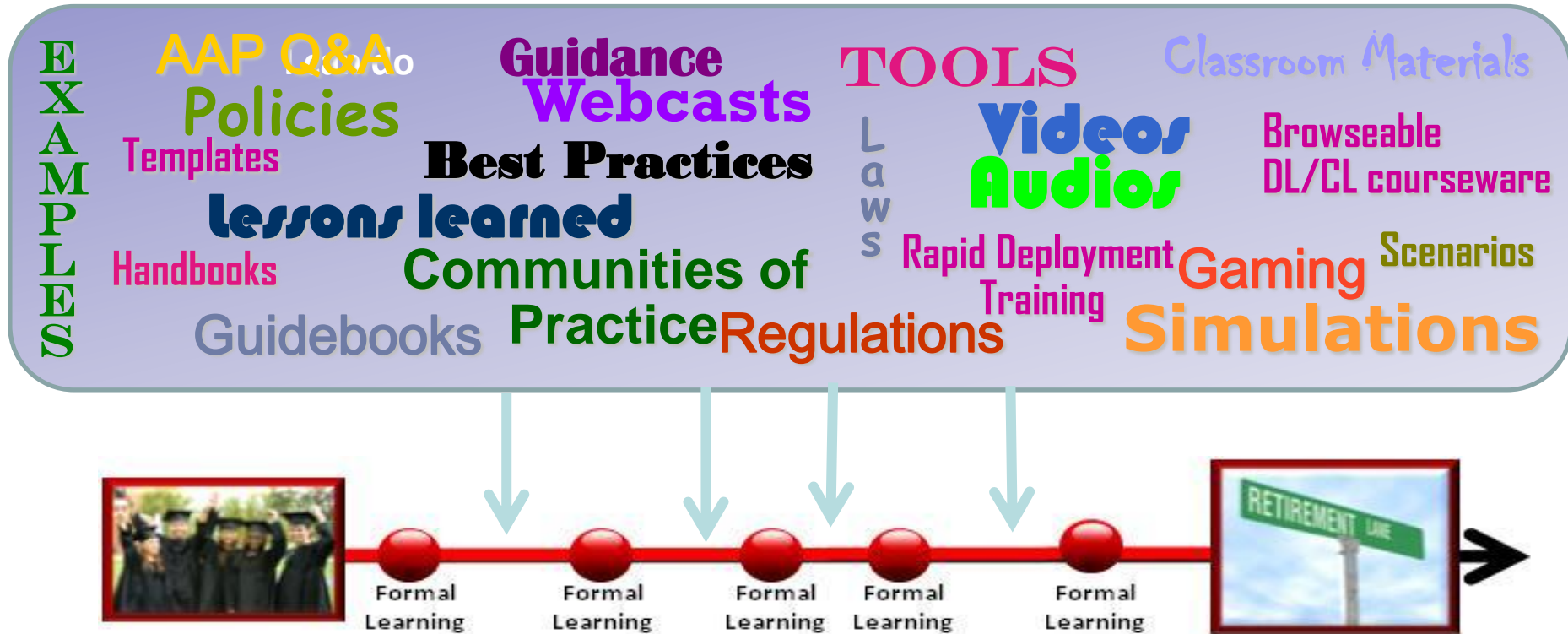
Our Study - Most Learning Does Take Place on the Job



DAU survey 2011 - Experience Catalysts:
Understanding How They Can Help Fill the
Acquisition Experience Gap for the Department of
Defense?
Robert L. Tremaine

We Support the Job 24/7!

DAU provides learning and job support assets needed to
“Fill the Gaps” supporting learning “On the Job”



Knowledge Sharing Virtual Tour

(See it at - <https://acc/dal.mil/virtualtour>)

Simulate Doing and Actual Doing

Simulate “doing on the job” by deploying:

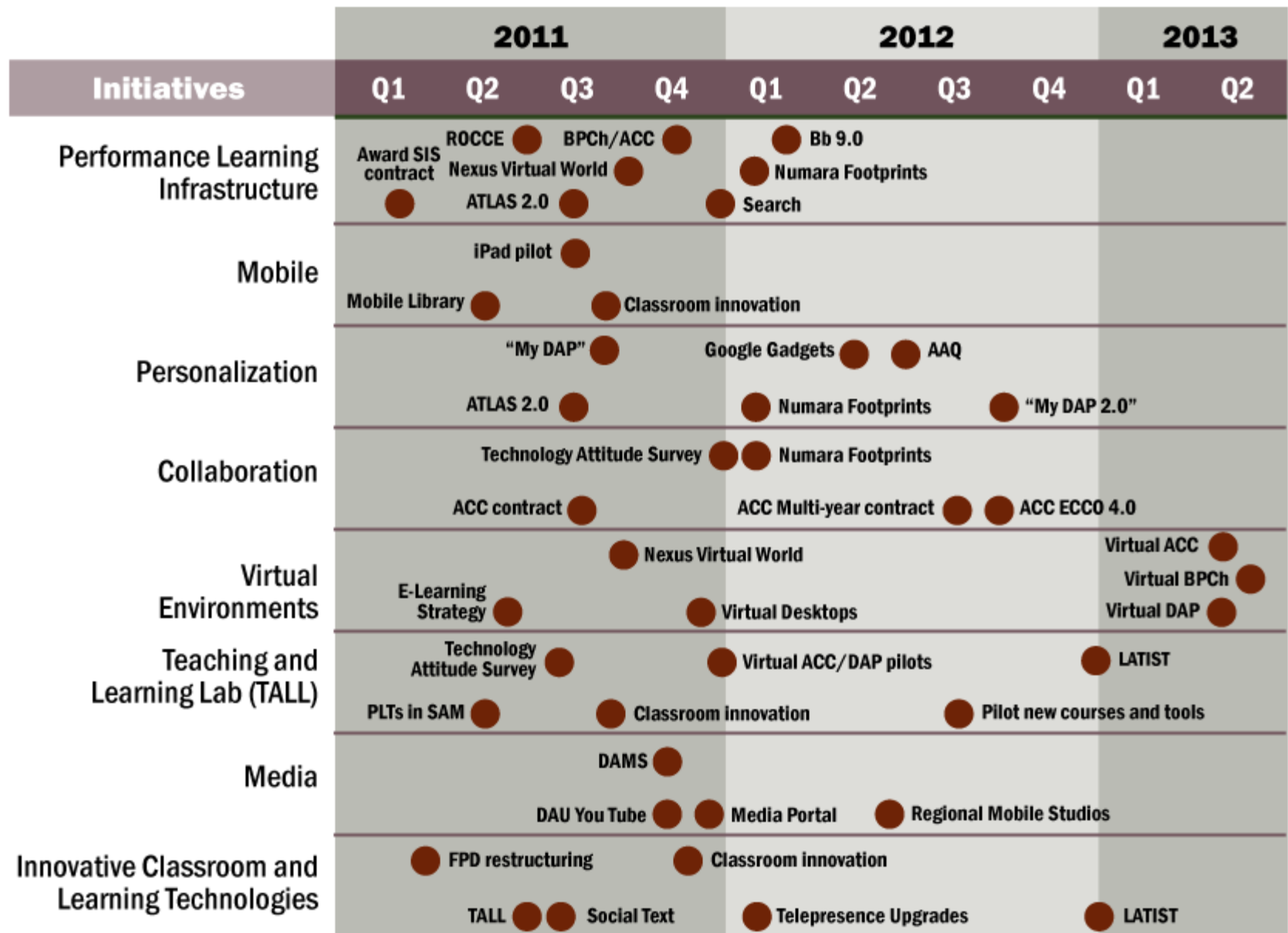
- ✓ Relevant Business Games
- ✓ Simulations about the Job
- ✓ Intact Team Training
- ✓ Classroom Technology
- ✓ New Virtual Worlds: Nexus

Support “the actual doing the job” with:

- ✓ Mission Assistance
- ✓ 24/7 Access to best practices and expertise
- ✓ Communities of Practice and Continuous Learning Assets
- ✓ Mobile Learning



DAU 3-Year Learning Technologies Roadmap



Teaching and Learning Labs

- ✓ Test Drive Promising Technologies
- ✓ Train Faculty on Practices and Technology
- ✓ LMS integration and Modernization



Classroom

- Implement best practices
- Assess new classroom technologies (Games and Simulations)



Faculty Training

- Faculty Skills Training
- Piloting high tech courses



Virtual Worlds & Web 2.0

- Facilitate US Nexus
- Expand Web 2.0 usage



Knowledge Sharing

- Explore integration of new tools and technologies

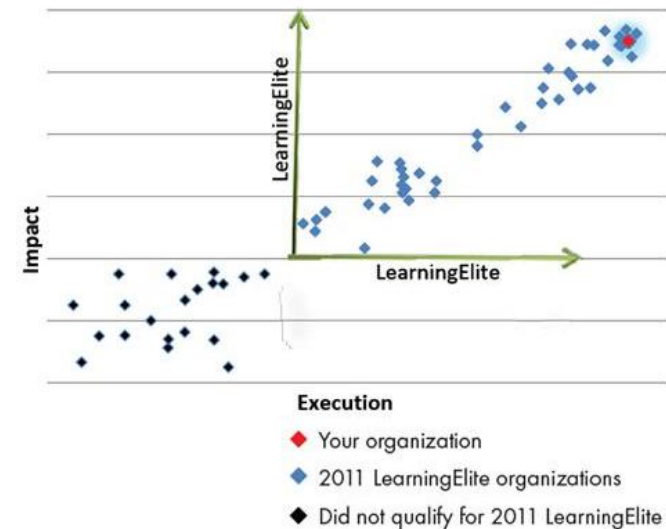
Locations: TALL Belvoir and Tech Lab with ADL Co-Labs Orlando

DAU Named *Chief Learning Officer* Magazine's 2011 LearningElite



DAU's performance was measured against five dimensions:

- 1. Learning Strategy** - Explores what the learning organization was trying to accomplish, why it wanted to accomplish this and how it planned to do so.
- 2. Leadership Commitment** - Examines commitment that the most senior leadership had made to L&D.
- 3. Learning Execution** - Reveals how organizations executed their learning strategy. Examines the quality and alignment of the learning organization's needs assessment and the quality of developing and delivering training.
- 4. Learning Impact** - Examines the quality of metrics used to measure progress, the quality of outcomes, the quality of metrics measuring financial impact, the quality and frequency of metrics reported to senior executive, and the quality of metrics used as part of a standardized measurement program.
- 5. Business Performance Result** - Examines tactics used to deploy the learning strategy and the quality of support that the tactics offered across all applicable aspects of the enterprise.



The map above depicts how your organization compares against all other 2011 LearningElite.

